

MEMORANDUM FOR ALL MEDDAC SOLDIERS

SUBJECT: Equal Opportunity (EO) Policy

1. As Commander of the Medical Department Activity (MEDDAC), I personally support the Army's Equal Opportunity Program. I am fully committed to ensuring that everyone within this command promotes a positive work environment that is free of discrimination and sexual harassment. It is my responsibility to ensure that every member of this command is afforded fair treatment based on dignity and respect.
2. Soldiers and their family members will be given full opportunity to develop professionally and personally, free from prejudice and discrimination. I want to ensure that we have a command climate that encourages every soldier to freely identify and report injustices and discrimination of any form without the threat of intimidation or reprisal. I expect soldiers and leaders to take swift and positive steps to eliminate bias behaviors and discriminatory practices. Discrimination and sexual harassment will not be tolerated.
3. Soldiers who believe that they are the victim of an EO violation should bring the matter to the chain of command immediately. Should you feel that your complaint or grievance is not being handled to your satisfaction, you are encouraged to see the Company Commander, the First Sergeant, the Sergeant Major or myself.
4. The unit EO Representatives are my advisors on all EO matters. The Post EO Advisors can also be used as consultants on any EO issue. They are located in Building 22406 and can be reached at 533-1717/5305. Any soldier or family member who requires information about EO matters after duty hours is encouraged to call the Installation EO Hotline at 533-2376.

THOMAS W. SMITH  
Colonel, Medical Corps  
Commanding